

These statistics remind us that we still have a long way to go, even though we have been fighting for decades to win equal pay for women.

When President Kennedy signed the Equal Pay Act in 1963, it became illegal for companies to pay women less than men who were doing exactly the same work.

Unfortunately, other forms of discrimination have continued, including relatively low wages for jobs that have traditionally been considered "women's work," like teaching, nursing and child care.

Some recent legal settlements provide insight into the kind of discrimination that women still face in the workplace: In 1997, Home Depot and Publix Supermarkets each agreed to pay more than \$80 million to settle major lawsuits charging them with sex discrimination against thousands of working women. The lawsuits alleged that, among other things, the companies had assigned women to lower-paying jobs, refused to give them raises, and denied them promotions. In 1999, Texaco agreed to pay \$3.1 million in a "glass ceiling" settlement to women who alleged they were consistently paid less than their male counterparts in similar positions. In 2000, Ford Motor Co. agreed to pay \$3.8 million to women and minority applicants who claimed they were denied jobs as entry-level assemblers. In 2002, American Express Financial Advisors Inc. agreed to pay \$31 million to settle a sex discrimination case alleging that female professionals were paid less and unfairly denied promotions.

Everyone agrees that women deserve equal pay. But we still haven't reached that goal.

That's why we must vigorously enforce the equal pay laws that are already on the books. Pass stronger and better equal pay laws, such as the Paycheck Fairness Act, which I am proud to co-sponsor. And protect the rights of workers to organize and bargain with employers.

It is simply not fair that a young woman beginning a career in the workplace today will earn a half-million dollars less than a man.

It isn't fair that pensions for women are half as much as pensions for men.

And it isn't fair that the families of working women are penalized in every paycheck.

Let's pass the Paycheck Fairness Act, and let's work to finally ensure that women who work get paid as much as men.

ENVIRONMENTAL ACHIEVEMENT AWARD

Mr. REID. Mr. President, I rise today to congratulate the Washoe Tribe and Stephanie Lefevre of Nevada on receiving the 2004 Environmental Achievement Award from the U.S. EPA's Region 9 Office.

One of the greatest legacies we can bequeath to our children is a clean and

protected environment. I take this opportunity to recognize the Washoe Tribe and Ms. Lefevre for their strong commitment to preserving our State's rich natural heritage.

Headed by Marie Barry, the Washoe Tribe Environmental Department has helped restore a section of the Carson River corridor through Jacks Valley in Douglass County, NV.

The tribe has contributed significantly to the environmental health of its ancestral land, while engaging the local community in a constructive and educational experience. Its "Washoe on the River Day" events attracted dozens of volunteers to participate in the restoration process, and learn about the environmental history of the Carson River and its cultural connection to the Washoe people.

As Director of the Nevada Outdoor School, Stephanie Lefevre has developed an environmental education plan to teach students about the problems posed by illegal dumping in local areas. She has also created several other environmental programs in Winnemucca, including a community garden and composting program and a volunteer community recycling program. The recycling program expands conservation efforts and teaches students about responsible environmental stewardship.

Please join me in congratulating the Washoe Tribe Environmental Department and Stephanie Lefevre on their outstanding work and well-earned recognition.

HONORING OUR ARMED FORCES

PVT NOAH L. BOYE

Mr. HAGEL. Mr. President, I rise to express my sympathy over the loss of PVT Noah L. Boye, a Nebraskan serving in the United States Marine Corps. Boye was killed on April 13 when he came under enemy fire near Fallujah, Iraq. He was 21 years old. Boye served in the 1st Battalion, 5th Marine Regiment, 1st Marine Division, 1st Marine Expeditionary Force based in Camp Pendleton, CA.

A resident of Grand Island, NE, Private Boye was a proud and dedicated soldier who was committed to his country. Private Boye enlisted in the Marine Corps when he was 17 years old. He died courageously performing his duty. Our thoughts and prayers are with his family at this difficult time. All of America mourns Noah Boye and is proud of his service.

Private Boye and thousands of brave American service men and women confront danger every day in Iraq and their tremendous sacrifices must never be taken for granted or forgotten. For his service, bravery, and sacrifice, I ask my colleagues to join me and all Americans in honoring PVT Noah L. Boye.

Mr. NELSON of Nebraska. Mr. President, PVT Noah Boye was a dedicated Marine who served his country with honor. He joined the Marine Corps right after he graduated from high school in 2001. He was deployed to Ku-

wait in February 2003 and was part of the initial coalition forces that helped bring down Saddam Hussein in March. Private Boye spent 4 months in Iraq that year and redeployed to Iraq last month. He is described as a caring person who was always there for everybody and anybody. His family remembers him as the life of the party and a genuine and gentle man. The last contact he had with his mother was a letter that she received from him 3 weeks ago that was dated March 7. When his mother showed concern about her son going to Iraq, he told her, "Mom, that's my job. It's what I have to do." Private Boye fought for his country with no regrets and with great honor.

I would like to express my deepest sympathy for the Boye Family, and I know all Nebraskans join me in remembering and honoring Noah's contributions to Grand Island and his sacrifice on behalf of his country. Private Boye's sacrifice will forever remind this Nation of the danger that comes with the duty to protect our Nation's interests and the freedoms of others around the world. As a nation, we are grateful to Marines like Private Boye who make the ultimate sacrifice so that all Americans can live in freedom.

SP DENNIS MORGAN

Mr. HAGEL. Mr. President, I rise to express my sympathy over the loss of SP Dennis Morgan, a Nebraskan serving with the South Dakota National Guard. Specialist Morgan was killed on April 17 south of Baghdad, Iraq when a roadside bomb exploded as a convoy passed. He was 22 years old. Specialist Morgan was a member of the 153rd Engineer Battalion based in Winner, South Dakota.

Specialist Morgan, of Valentine, NE, worked to protect others by finding and disarming explosive devices along the roads. He died courageously performing his duty.

Specialist Morgan is survived by his wife, Cassie; his mother, Diane Mangelson; and his grandmother, Doris Morgan. Our thoughts and prayers are with all of them at this difficult time. All of America mourns Dennis Morgan and is proud of his service.

Specialist Morgan and thousands of brave American service men and women confront danger every day in Iraq and their tremendous sacrifices must never be taken for granted or forgotten. For his service, bravery, and sacrifice, I ask my colleagues to join me and all Americans in honoring SP Dennis Morgan.

PFC ANTHONY P. ROBERTS

Mr. CARPER. Mr. President, I would like to set aside a few moments today to reflect on the life of Marine PFC Anthony P. Roberts. Anthony epitomized the best of our country's brave men and women who fought to free Iraq and to secure a new democracy in the Middle East. He exhibited unwavering courage, dutiful service to his country and, above all else, honor. In the way he lived his life—and how we remember him—Anthony reminds each of us how good we can be.